

INTEGRATION OF GENDER EQUALITY IN SHERYL SANDBERG'S *LEAN IN*

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ABSTRACT

The paper analyses integration of gender equality in Sheryl Sandberg's Lean In. It explores aspects of gender equality at workplace, women dealing with prejudices, bias and stereotypes about job related emotional behavior. This theme is exemplified in Lean In, which deals with rupturing the apparent barriers that prevent women from reaching the top of the corporate hierarchy. This book focuses on Sheryl Sandberg's personal experiences to encourage and provide mentorship to many women to collectively renovate the idea of what's possible in the lives of women. However, few critics see Sandberg as "capitalist supremacist patriarchal corporate world Sandberg". Her book is criticized for encouraging competition over cooperation. Against this backdrop, the paper will examine her critics and her own state of affairs in boosting the morale of women. More importantly, how far has she been able to shape women or snap women and look forward to new future and new possibilities is discussed.

KEYWORDS: Sheryl Sandberg; Gender equality; Stereotypes; Prejudices

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INTRODUCTION

There is a rapid transformation in society wherein women are now routinely performing roles once held by men and men too have started recognizing their roles and values in sustainable development of society. There is rising contribution of women in corporate sector however this upward shift is bleak in corporate top position. This movement of rise of corporate feminization can be seen by rising number of female occupying one-fourth workforce in corporate sector. This is a positive social shift, a movement from hard, cold, intensively masculinist institutions in the direction of a society that under the impact of feminism is coming out of the traditionally ghettoized "stay home" responsibility. A loud word of thanks is attributed to women mentors. Undoubtedly, Sheryl Sandberg's thought provoking book *Lean In* has tuned in the cultural trigger and elucidates the stagnancy of gender equity in the workplace, particularly in positions of power. It's an attempt to rupture the "glass ceiling", the apparent barriers that prevent women from reaching the top of the corporate hierarchy. The Statistics reveals poor state of women in organizational upper atmosphere; the higher the post, the less likely the women will fill it. Keeping these things into perspective and mixing it with personal anecdotes, Sheryl Sandberg's *Lean In* provides mentorship to many women collectively renovate the idea of what's possible in the lives of women. As she quotes:

"This book makes the case for leaning in, for being ambitious in any pursuit. And while I believe that increasing the number of women in positions of power is a necessary element of true equality, I do not believe that there is one definition of success or happiness" (10).

In the book *Lean In*, she tells stories about her experience bringing up gender in the workplace, to speak out to hundreds of women, listening to their stories, sharing her own with defensiveness and backlash. The first

a powerful mentor figure for fiscally conservative white female elites. The gender equality proposition she evokes is basically for "white women only". Amy Alkon (2014) criticizes that putting out a book of business advices that contains hundreds of pages of largely imaginary notions about human psychology is mainly helpful for book sales, not for women who are snapping it up.

CONCLUSIONS

Most people would agree that gender bias exists but no one is doing anything about it. Women need not be swayed by such superficial and unenlightened opinions. The preconceived notions of masculinity and femininity influence their interaction with colleagues at workplace. She says, "*As women we need to be aware of these biases and make an effort to create more equal environment for better performance for our organizations, but quite likely greater happiness for all.*" To solve these problems she has suggested doing three things "sit at the table", "make sure your partner is a real partner", and "don't leave before you leave".

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